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Approved For Release 2002/08/28 : CIA-RDP84-00780R002300050003-1

## SUGGESTION EVALUATION REPORT

FILE

Personnel 3-1

TO: Executive Secretary  
Suggestion Awards Committee

SUGGESTION NO.

68-269

SUSPENSE DATE

INSTRUCTIONS: Please complete this form in detail to guide the Suggestion Awards Committee in making a final determination of the merits of this suggestion. Retain third copy.

1. ACTION RECOMMENDED ☐ ADOPT ☐ DECLINE ☒ OTHER (Specify):

2. REASONS FOR RECOMMENDATION (If more space is needed, use plain paper)

The Agency is very much interested and involved in developing additional incentives/compensatory plans which will in appropriate cases encourage early retirement (age 50-60) and which will make retirement at age 60 more palatable and equitable.

Many proposals are under consideration. A primary consideration is whether they can be done under authorities now vested in CIA or whether legislation would be required.

STAT The specific proposal of Mr. [ ] aside from the fact that he has related it to the special Agency retirement policy, must be viewed as a proposal to give the individual some monetary sharing of the benefit the government theoretically has received through the accrual of sick leave balances. There has been considerable agitation for some form of monetary recognition in this area - so much so that the Civil Service Commission has within the past two years made a special study of the subject in which all of the personnel directors of government departments and agencies participated. At one point it looked as though the Commission was going to recommend legislation which would either allow a partial cash payment for accrued sick leave balances or its conversion into creditable service for annuity computation purposes.

For reasons not known to me, possibly because the administration did not agree with the proposal or because it was deemed politically untimely, the entire matter was dropped.

STAT In any event, Mr. [ ] proposal could not be carried out without legislation bearing directly on the Civil Service Retirement System. It is not conceivable that such legislation could be successfully proposed by CIA in view of the recent history on sick leave pay off

3. TANGIBLE FIRST-YEAR SAVINGS (Man-hours, material, equipment, etc.)

(CONTD)

4. INTANGIBLE BENEFITS (See guide on reverse side of third copy)

5. WHAT OTHER OFFICES, DIVISIONS, ETC. MIGHT ALSO USE THIS IDEA?

DATE

STAT

SIGNATURE OF EVALUATOR (Type name and title)

/s/ [ ]

Special Assistant to the Deputy Director for Support for Special Studies

FORM

244b

USE PREVIOUS EDITIONS

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(43)

2. REASONS FOR RECOMMENDATION (CONTD)

proposals. It is even less conceivable that CIA could foster such legislation exclusively for itself and related to its retirement policy.

I think the proposal is an ingenious one, but unfortunately, inherently not feasible.

Distribution:

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~~1~~ - DD/S Subject

SA-DD/S/SS:EDE:bak(6 Mar 68)

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## EMPLOYEE SUGGESTION

SUGGESTION NO.

68-269

## TO WHOM IT MAY CONCERN

THE ACCEPTANCE BY ME OF A CASH AWARD FOR THIS SUGGESTION SHALL CONSTITUTE AN AGREEMENT THAT THE USE OF THE SUGGESTION BY THE UNITED STATES SHALL NOT FORM THE BASIS OF A FURTHER CLAIM OF ANY NATURE UPON THE UNITED STATES BY ME, MY HEIRS, OR ASSIGNS.

(Do Not Write in This Space).

DATE

26 Feb 1968

NAME OF SUGGESTER

☒ MR.  
☐ MRS.  
☐ MISS

POSITION TITLE

Training Officer

GRADE

GS-13

ROOM

807

BUILDING

1000 Glebe

OFF/DIV/BRANCH

OTR

TELEPHONE

IF CONSULTATION IS REQUIRED, MAY WE  
REFER YOUR NAME TO THE EVALUATOR?

X

YES

NO

HOS ONLY

INCENTIVE AWARDS  
BRANCH

Feb 26 1 07 PM '68

STAT  
STAT  
STAT  
HOS ONLY

TITLE OR SUBJECT OF SUGGESTION

Retirement Incentive

CLASSIFICATION

None

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## PRESENT METHOD

Presently, under the Agency retirement system employees must retire at age 60. However, many of those covered are urged to retire at earlier ages. One of the reasons employees are reluctant to retire earlier are large expenses such as college education for children, payments for a home, payments for life insurance, or other indebtedness.

## I SUGGEST

If some of these indebtednesses could be relieved or eliminated through a cash payment, it may encourage some employees to retire earlier.

It is suggested that the Agency recommend legislation to Congress that would permit a payment for unused sick leave to employees who retire before age 60 with a scale of decreasing payments which favor those who retire earlier. For example: those who retire at age 55 would receive payment for, 100% of their unused sick leave, at 56 - 80%, age 57 - 60%, age 58 - 40%, age 59 - 20% and age 60-0%.

## ADVANTAGES

Offering a cash inducement for early retirement may help alleviate the Agency's retirement problem. The knowledge that unused sick leave will represent a cash payment at the time of retirement may discourage the abuse of sick leave earlier in the employee's career.

The cost would be minimal when compared to the salary and other costs for continuing the employment of certain employees after age 55.